

Djuistine Roseus
Business Ethic
Article summary Nagel's & Reynolds

Nagel describes Affirmative Action in terms of "strong and weak," and Bradford-Reynolds describes it in terms of "equal opportunity or equal results. What do each mean with their descriptions? How do the two sets of descriptors for Affirmative Action used by these authors relate to one another?

Nagel's "Strong" and "Weak" Affirmative Action: Nagel's classification of Affirmative Action into "strong" and "weak" refers to the degree or intensity of the policy.

Strong Affirmative Action: Strong Affirmative Action involves taking proactive measures to actively promote and prioritize the hiring or admission of individuals from underrepresented groups, often by implementing quotas or set-asides. The aim is to address historical injustices, promote diversity, and directly compensate for past discrimination.

Weak Affirmative Action: Weak Affirmative Action refers to milder forms of affirmative action, which do not involve explicit quotas or set-asides. Instead, it focuses on promoting equal opportunity by providing additional support or preferences to individuals from underrepresented groups in hiring or admissions processes. The goal is to create a more level playing field and mitigate the effects of past discrimination.

Bradford-Reynolds' "Equal Opportunity" and "Equal Results" Affirmative Action:
Bradford-Reynolds frames the discussion of Affirmative Action in terms of the desired outcomes or goals of the policy.

Equal Opportunity: This perspective emphasizes ensuring fairness in the selection process by providing equal access to opportunities for all individuals, regardless of their background. Affirmative Action based on equal opportunity aims to remove barriers and biases that may impede the advancement of underrepresented groups, thereby creating a level playing field.

Equal Results: On the other hand, the concept of equal results focuses on achieving proportional representation or outcomes that reflect the demographic makeup of society. Affirmative Action based on equal results aims to go beyond equal opportunity and aims to correct historical imbalances by actively seeking specific percentages or proportions of underrepresented groups in various domains.

Relationship between the Two Sets of Descriptors: Although the descriptors used by Nagel and Bradford-Reynolds differ, they address different aspects of Affirmative Action and are not mutually exclusive.

Nagel's "strong" and "weak" classification primarily refers to the intensity of the measures taken, focusing on the methods used to address past discrimination. In contrast, Bradford-Reynolds' "equal opportunity" and "equal results" descriptors pertain to the desired outcomes of the policy.

In practice, it is possible to combine elements from both sets of descriptors. For example, a policy could incorporate strong measures (such as quotas) to achieve equal results (proportional representation) while also aiming to provide equal opportunity by removing barriers and biases.

Overall, these descriptors offer different perspectives on the goals and methods of Affirmative Action, and understanding them can contribute to a more nuanced discussion of the policy and its implementation.